

MINUTES OF A MEETING OF THE UNIVERSITY SENATE
February 12, 1965

The University Senate met at 2 p.m. Friday, February 12, 1965, Acting President Colclough presiding. Inasmuch as the minutes of the previous meeting had been distributed, they were not read and were approved without exception.

Mr. James Forrester Davison, Chairman of the Ad Hoc Committee on Athletics addressed the Senate. He stated that meetings of the full Committee were difficult to arrange as three of its members were Chairmen of other committees. They had not, therefore, been able to accomplish as much as they had hoped. They were accumulating information, but had not as yet assembled a useful statistical comparison. Mr. Davison felt more time was needed to draw any conclusions from the material presently at hand and he would, therefore, prefer to postpone a formal report for a later meeting.

Mr. Hobbs, Chairman of the Educational Policy Committee, presented an Interim Report of this committee. In response to remarks made by Mr. Reuben Wood at its December meeting, the Senate had at that meeting voted to refer to this Committee for study "the procedure by which the new graduate grading system was established." Mr. Hobbs reported that after due consideration and discussion, the Committee had concluded that 1) Mr. Wood should be commended for his watchfulness and his efforts in bringing the matter to the attention of the Senate, and that 2) in its opinion, the action taken by the administration was not in violation of the Faculty Organization Plan. Nor was there any intent to bypass the Senate in the performance of its duties as outlined in the Plan. Last year's Committee on Educational Policy had recommended that the Committee consider the question of "the place, contribution and practices of the College of General Studies." Mr. Hobbs indicated that more information would have to be gathered before a recommendation could be given to the Senate on so serious and important a matter. The Committee has requested access to a report now being completed by Dean Simons of the College of General Studies which in its rough draft appeared to contain the sort of information needed for their study. He expressed the appreciation of the Committee to Deans Cole and Simons for their cooperation in supplying information.

In the course of the following discussion, a question was raised about one of the items in the Committee's report for 1964 regarding the establishment of a Graduate School. It was the sense of the Senate that the entire 1964 report should be reviewed by the present Committee as a basis for appropriate recommendations to the Senate.

Acting President Colclough introduced Mr. Heller, Chairman of the Committee on Appointments, Salary and Promotion Policies (including Fringe Benefits), who wished to present a resolution (see attached) prepared by his Committee to the University Senate for consideration and subsequent transmittal to the Board of Trustees. Since this Committee had not been scheduled on the agenda for this meeting, there was discussion as to whether this resolution could be considered without the required notice. The Chair ruled that "for action upon matters of this kind, it is the practice of the Senate to be given advance information pertaining thereto." Mr. Wood moved for unanimous consent that the Senate consider the Resolution. The motion was seconded and general discussion ensued. Mr. Heller stated his Committee was concerned at the shortness of time remaining between this meeting of the Senate and the March 18 meeting of the Board of Trustees on budget matters to which the Resolution was directed. The motion to consider was voted unanimously. Mr. Heller then moved that the Resolution be adopted with the recommendation that it be forwarded to the Board of Trustees at its March 18 meeting. The motion was seconded and passed by unanimous vote and it was so ordered.

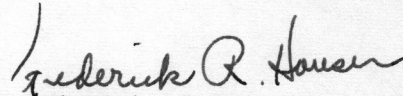
Mr. Reesing, Chairman of the University Objectives Committee, reported on some of the problems and aims of the Committee. He indicated the purpose of the Committee at this time appeared to be to find and identify major problems and to strengthen the University in achieving its goals. A subcommittee of the University's Academic Policy Committee, composed of Deans Linton, Nutting, Mason, Burns, Associate Dean of Faculties Bright and Dean of Faculties Brown, as Chairman, had recently completed a report entitled, "Basic Considerations Underlying Academic Planning" which had just been made available to the members of the Senate Committee and would materially assist them in their work. Mr. Reesing hoped that the Committee would also find time to carry out other more specific responsibilities.

Dr. Mandel, Chairman of the Committee on Research, mentioned some of the matters his Committee is considering such as 1) greater emphasis on research; 2) study of better methods of fund-raising; 3) increase in the number of research appointments, especially in the Medical School; 4) the need for a science center; 5) re-evaluation of salary scales; 6) better maintenance of facilities throughout the University; and 7) improvement of the University image generally. There was considerable and animated discussion involving such matters as currently existing sources of research information within the University, the varying requirements of research in the sciences and the humanities and the availability of research support through the University Research Committee.

Mr. Kraus, Chairman of the Executive Committee spoke briefly on the various topics discussed. He complimented Dr. Mandel on the points he had made in his presentation. He cautioned that separate research appointments might well in some situations put undue strains on the University's effort at developing equitable salary scales.

In his view, everything that had been discussed at this meeting was a "refreshing reminder of the new candor in communications." In this context, he reported a recent interview he had with a member of the staff of The Hatchet in which he had sought to assist the paper in presenting a more adequate understanding of the University Senate to its readers.

The meeting adjourned at 3:45 p.m.


Frederick R. Houser
Secretary
University Senate

From Hatchet - Tuesday, Mar 2, 1965

Faculty Senate Is Policy Maker

by Carol Baldwin

• UNLIKE THOSE at most universities in the United States, the faculty at George Washington enjoys the privilege of having a voice in policy-making through its representative body, the University Senate.

According to the Association of University Professors, only ten per cent, or 165 schools, have such an organization today. On

First of a two-part series

the basis of these statistics, Dr. Wood Gray, chairman of the history department, estimated that "we were among the first 1 or 2 per cent of Universities in the country to set up a Senate."

The importance and far-reaching implication of this body, established in Spring, 1961, is that it gives the faculty a channel through which it can investigate problems, advise the Administration, and take an active part in the policy of the school.

As established by the Faculty Organization Plan, the University Senate is a "representative body acting for the University faculty as a whole in legislative and advisory capacities." It consists of 24 members elected by

the respective faculties as follows: nine from Columbian College; three from the schools of Medicine, Law, Engineering, and Education; two from the School of Government, and one member from the Graduate Council.

Ex officio members include the president of the University, the dean of faculties, the dean of the law center, deans of the degree-granting colleges and divisions, and the registrar.

Headed by Dr. Wolfgang H. Kraus, professor of political science, the Executive Committee is the central administrative organ. It is responsible for such activities as preparing the agenda of meetings, nominating committee chairmen, and making progress reports on Senate activities.

The arms of the Senate are its 14 committees, one sub-committee, and one *ad hoc* committee. These groups investigate various phases of University life. It is here that the faculty is able to confront the areas of University life and make appropriate reports and recommendations.

Committees of the Senate include University Objectives headed by John Reesing; Student Relations, Helen Yakobson; Educational Policy, H. H. Hobbs; Scholarship, Raymond R. Fox; Admissions and Advance Standing, Robert B. Eastin; Athletics, John W. Skinner; Library, Benjamin Nimer.

Other committees are Administrative Matters, led by Carol R. St. Cyr; Appointments, Salaries, and Promotion Policies, R. B. Heller; Faculty Performance and Development, Charles Naeser; Professional Ethics and

Academic Freedom, Gust Ledakis; Physical Facilities, Frank N. Miller; Public Ceremonies and Assemblies, Vincent De Angelis; Research, H. George Mandel.

A Sub-committee on Retirement is headed by Everett Johnson, and J. Forrester Davidson is chairman of an *ad hoc* Committee on Athletics.

Next week: Development and Contribution of the Senate.

Hatchet - Tues Mar 9, 1965

Faculty Senate Contributes To University Community

by Carol Baldwin

• THE UNIVERSITY SENATE, during its four years of operation at GW, has been able to develop into an effective workable organization making valuable contributions in many areas of University life.

Learning through these years

(Last in a series)

the Senate today, according to Wood Gray, chairman of the history department, is able to accomplish its goal more expeditiously as its members speak more candidly, proceed more effectively, and get at the significant underlying matters.

While developing within its original structure, the Senate has compiled a record of important achievements.

Yet the intangible accomplishments, stressed Dr. Kraus, president of the Senate, are just as important as the more concrete results. To illustrate, he noted that faculty members who would not normally meet are able to come together in the Senate for frank communication on mutual concerns.

Providing a place for this exchange of views and ground for discussion is one of the Senate's more important contributions.

The new Faculty Code, effective this school year, is one of the more outstanding accomplishments of the Senate. Coming mainly out of the Committee on Professional Ethics and Academic Freedom, the code was the result of effective three-cornered cooperation between the faculty, Administration, and the Board of Trustees.

Due to a Senate suggestion in 1964, a new central office was established to handle student financial aid, benefiting both the Administration and students. Also in the area of scholarship, a suggestion to have Trustees' Scholarships awarded according to need is now in effect.

From the investigations of the Student Relations Committee came a suggestion implemented this year to have faculty members assigned to each hall of the dorm as advisors.

Other recent improvements cannot be directly attributed to Senate instigation but committee reports and suggestions play

a part in the gray area of responsibility. For example, the investigations of committees such as the Library Committee tend to serve as a general stimulus for improvements.

And, too, reports can result in policy formation without concrete results. For example the Committee on Educational Policy concluded in 1964 that for the present it would not be advisable to initiate a formal Honors program in the School of General Studies.

Thus, in these and other areas the faculty through its organ of the Senate has been able to play a direct part in the life of the University.

From the Hatchet
Tuesday, March 9, 1965

Faculty Gets Minimal Salaries

• HOW WELL paid is the faculty at our University? The answer must be: "Not very well," although many aspects of the complicated questions are difficult to determine, even with a wealth of statistical data at hand.

The American Association of University Professors publishes annually in its *Bulletin* a section entitled "The Economic Status of the Profession." All figures used in the text and charts are furnished by the administrations of the reporting institutions. The latest published report is for the academic year 1963-64.

The University is at the fourth ranked level, C, on the AAUP's Standard Scale of Average Compensation for 1963-64, and fifth, D, on the Standard Scale of Minimum Compensation for the same year. The scales begin with a super rank AA and step down progressively from A to F. Ninety of 695 reporting institutions of all types and sizes are ranked above the University on the average scale, 185 institu-

tions are at the same level, and 420 are below. On the minimum scale (lowest rates of compensation at each rank), 291 of 695 reporting institutions are ranked above the University, 218 are at the same level, and only 186 are below.

The failure to get as high as the C rating on the minimum scale means that GW had some faculty members whose total academic year compensation (including fringe benefits) for 1963-64 did not reach \$9,600 as full professor, \$7,560 as associate professor, \$5,970 as assistant professor, or \$4,700 as instructor.

The AAUP's report shows that GW's senior faculty, full and associate professors, suffer most from the University's inability to grant higher compensation. Instructors and assistant professors were ranked at the B level on the average scale for 1963-64.

Other tables in the report show that, as a group, private, independent universities lead all other types of institutions in faculty compensation. The private,

independent universities, according to the AAUP's own standards, compensate their faculties rather well. But here in its own group, GW pulls the average down. In 1963-64 the average compensation for all ranks at private, independent universities was more than \$2,000 ahead of the average compensation for all ranks at George Washington.

Even if the heavily endowed Ivy League schools (Harvard, Columbia, University of Pennsylvania) are excluded George Washington ranks behind almost all other private, independent, urban universities in the AAUP's compensation ratings.

While GW is C and D on the average and minimum scales, NYU ranks B and A, Syracuse, B and C, University of Rochester, A and B, Temple, B and B, Washington University (St. Louis), B and C.

Only one private, independent, urban university, and that in the deep South, appears to be in the same low categories as GW.

(65/Feb. 12)

F.S. Resolution Feb. 12, 1965

Even a university which is the only non-denominational private institution of higher learning in the Nation's Capital cannot achieve greatness when its salary scale is similar to that of fourth or fifth ranked institutions. Based upon information supplied by the University to the American Association of University Professors, The George Washington University is at the C level (fourth, coming after AA, A, and B) on the AAUP's average salary scale and at the D level (fifth) on the AAUP's minimum salary scale. As the Board of Trustees makes plans for the University's future, it must recognize that raising salary levels to the AAUP's A scales is a necessary condition to achieving greatness.

The faculty realizes that this salary policy cannot be put into effect immediately. The first step in implementing the policy, however, should be the adoption of the AAUP's B minimum salary scale for the academic year 1965-66 and the adoption of a plan for annual salary increases to bring The George Washington University to the A minimum and average salary levels by the academic year 1970-71.

THE GEORGE WASHINGTON UNIVERSITY
Washington D.C.

4 February 1965

TO MEMBERS OF THE UNIVERSITY SENATE:

The University Senate will have its regular meeting on Friday, February 12, 1965 at 2 p.m. in the Faculty Conference Room on the fifth floor of the Library Building.

- Agenda:
- 1) Remarks by Mr. J. Forrester Davison - Chairman of the Ad Hoc Committee on Athletics.
 - 2) Remarks by Mr. Hobbs - Chairman of the Committee on Educational Policy.
 - 3) Remarks by Mr. Reesing - Chairman of the Committee on University Objectives.
 - 4) Remarks by Dr. Mandel, Chairman of the Committee on Research.
 - 5) Remarks by Mr. Kraus, Chairman of the Executive Committee.

By direction of the Chairman of the Executive Committee.

Frederick R. Houser
Frederick R. Houser
Secretary of the Senate

Interim Report of the Committee on Educational Policy

There are two items to be mentioned:

A) At the meeting of the University Senate of December 11, in response to remarks made by Professor Wood the Senate voted to refer to this Committee for study "the procedure by which the new graduate grading system was established"

After due consideration and discussion the Committee agreed that

1. Professor Wood should be commended for his watchfulness and his efforts in bringing the matter to the attention of the Senate.

2. In their opinion the action taken by the administration was not in violation of the requirements of the Faculty Organization Plan. Nor was there any intent to bypass the Senate in the performance of its duties as outlined in the Plan.

B) It was strongly recommended by last year's Educational Policy Committee under Chairman Highfill that this Committee consider the question of "the place, contribution and practices of the College of General Studies" which that Committee had on its agenda but had not been able to complete.

In accordance with that recommendation this Committee has been accumulating information from all available sources. We are still at that stage at this time and while it is clear that this is a serious and important matter we do not yet have sufficient information to make a recommendation to the Senate.

The Committee has asked for access to a report now being completed by Dean Simons of the College of General Studies which in its rough draft appears to contain exactly the sort of information needed for our purposes.

The Committee wishes to express its appreciation to Deans Cole and Simons for their cooperation in supplying information.